ACHIEVING VPP STAR

Helpful Hints for *YOUR* Path to VPP

Earl Chabot, Portsmouth NSY
Chair, Navy VPP Task Action Team

AGENDA

- VPP in the Navy
- Process for Achieving VPP STAR
- Major Focus Areas/Partnering with Labor
- VPP Steering Committee/Focus Groups
- OSHA On-Site Review
- Outreach & Mentoring

VPP IN THE NAVY

OSHA Approved Navy VPP Sites

- Naval Shipyards
  - **STAR**: Portsmouth (2005), Norfolk (2006), Puget Sound (2006)
  - **STAR**: Pearl Harbor (Pending)
- Naval Region Southeast
  - **STAR**: SUBASE Kings Bay (2007)
  - **MERIT**: WPNSTA Charleston (2007)
- OSHA Challenge Sites
  - **Challenge** (Stage 2): NAS Key West
  - **Challenge** (Stage 1): NAS Jacksonville, NAVSTA Mayport

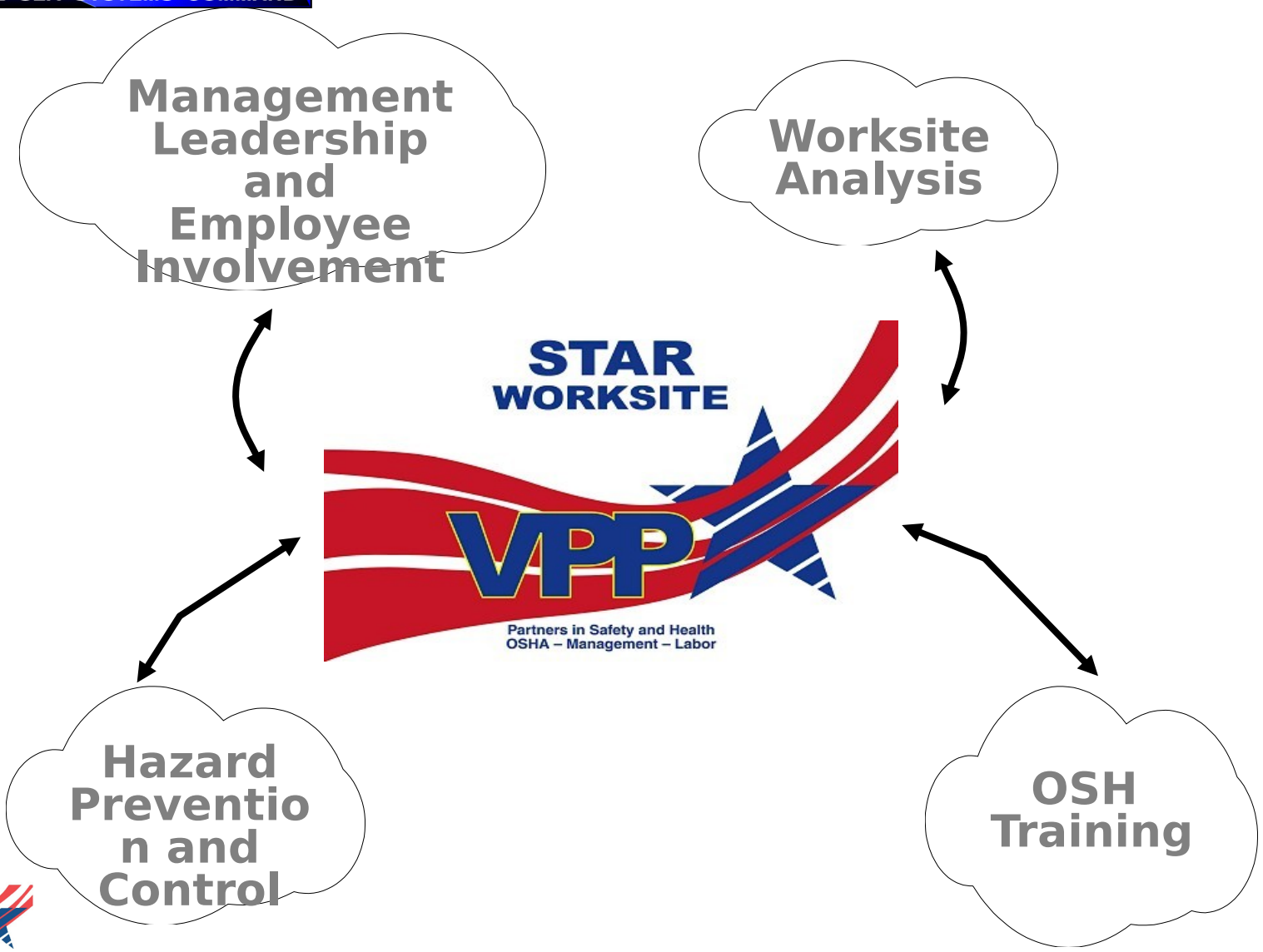
VPP STAR PRESENTATION CEREMONIES

ABOVE: **NORFOLK NSY 30 MAR 06**.

RIGHT:
PUGET SOUND NSY&IMF 12 APR 06

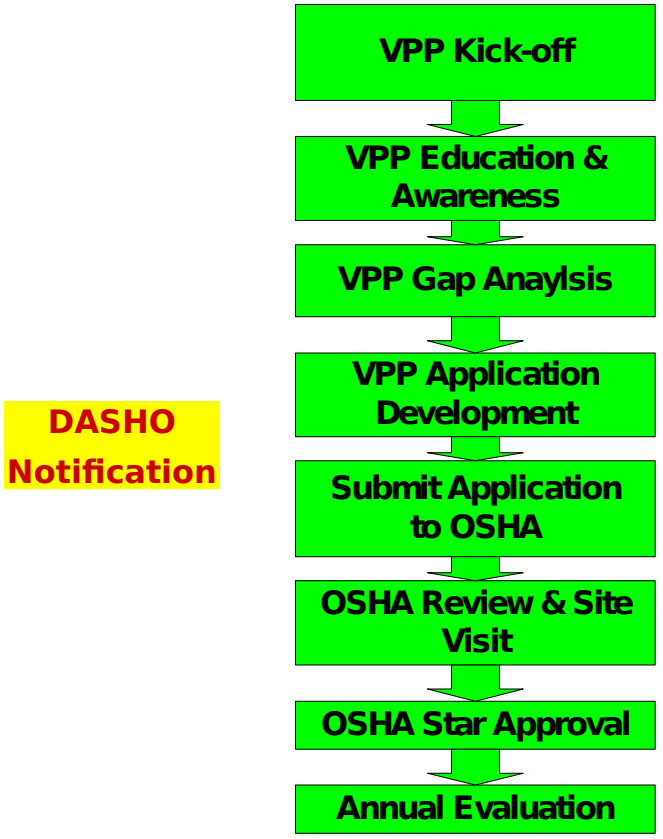
LEFT: **PORTSMOUTH NSY 25 MAR 05**

OSHA'S VPP AT A GLANCE



PROCESS FOR ACHIEVING OSHA VPP STAR

- Getting Started - ***Use OSHA CSP 03-01-002 as a Guide***
  - VPP Kick-off
  - Perform GAP Analyses
  - Use Mentors & Special Government Employees
- Critical Elements
  - Management Involvement & Employee Participation
  - Job Hazard Analyses
- Getting Ready to Submit Application
  - Target Implementation Efforts
  - Create timeline for application process
  - Notify DASHO
- OSHA On-Site Review
  - Conduct Pre-Evaluation Review
  - Participate in OSHA On-Site Review



MAJOR FOCUS AREAS

- ★ Increasing safety awareness
- ★ Involving workers
- ★ Shifting from reactive to proactive safety
- ★ Reducing mishaps

"Don't skate to where the puck is…
Skate to where the puck is going to be"
Wayne Gretsky

PARTNERING WITH LABOR

- MTC President addressed workforce at kickoff
- 4 Unions signed VPP commitment
- Union Members on all VPP Committees

Unions are Engaged on a Daily Basis

VPP STEERING COMMITTEES & VPP FOCUS GROUPS

- Get the Word Out
- Establish VPP Steering Committee
- Establish VPP Focus Groups
- Gap Analyses Performed
- Target Implementation Efforts
- Create Timeline for Application Process

VPP FOCUS TEAMS PORTSMOUTH NSY

Portsmouth NSY Focus Teams

- Management Leadership & Employee involvement
- Worksite Analysis
- Hazard Assessment & Control
- Safety Health & Training

Focus Team Project Examples

- Job Safety Analysis Process
- ORM Training
- VPP Suggestion Boxes
- VPP sand and salt team
- VPP Hazard Deficiency Abatement deficiency correction team

Focus Team Project Examples

- Safe Worker of the Month Award
- Revamped Monthly Shop Safety Award
- Monthly Periscope articles
- Tri-fold VPP Pamphlet
- Shipyard Commander VPP Letter to all employees
- VPP Commitment Banners for signature
- Find It-Fix It cards
- Drafted the VPP Application

VPP FOCUS TEAMS
PUGET SOUND NSY&IMF

Puget Sound NSY&IMF Focus Teams

- Accountability
- Awareness
- Education
- Engineering
- Prevention
- Recognition

Focus Team Project Examples

- PARS Standard Safety Element
- Management Accountability system developed
- Tri-fold VPP Pamphlet
- Stretch and Flex
- VPP Passport
- VPP Suggestion boxes

Focus Team Project Examples

- Quarterly vice Annual Inspections
- Safety ACT Award Program
- Quarterly Shop/Project/Code Safety Award
- Safety Worker Pin Award
- Hazard Recognition course developed
- Annual Health Walk, Fall/Spring Safety Fair
- Two Mascots: Buzz the Safety Bee and Start the VPP Star

VPP FOCUS TEAMS NORFOLK NSY

Norfolk NSY Focus Teams

- Accountability & Leadership
- Education and Awareness
- Prevention and Ergonomics
- Recognition

Focus Team Project Examples

- PARS Standard Safety Element
- Win-Win Agreements
- Passport
- Standardize Safety Committees
- PPE Line
- VPP Portable Information Booth
- VPP Information Dissemination
- Computer Based Training
- Injury Illness Calendar
- Life-size Cutout of Production Worker Wearing PPE

Focus Team Project Examples

- Flex and Stretch
- Ergonomics/Hazard Recognition Training
- Safety Handbook
- Ergonomic Training for Shop Safety Committee
- Introduction of New Goggles, Flame Retardant Hoods and Coveralls with knee, shin and elbow pads
- Parking Spot
- Safe Employee of the Month
- Articles in Service to the Fleet Recognizing Employees
- New Initiative on Recognizing Employees who have been accident free for 5 years

EMPLOYEE INVOLVEMENT IN SAFETY COMMITTEES

- Communication Channel throughout organization
- Management gets the benefits of multiple judgments and opinions on actual or proposed safety issues
- The sum is greater than the parts
- Good input can lead to consensus, which is necessary to create positive change
- Brings many different skills together and allows for knowledge sharing

OSHA ON-SITE REVIEW

Team comprised of OSHA representatives and private industry representatives (SGE) on the Shipyard “deckplates”

- ★ Personal Interviews
- ★ Workplace Inspections
- ★ Identified Deficiencies corrected quickly
- ★ Program Review
- ★ Recommended for STAR Site

OUTREACH & MENTORING

- Support for OSHA/Region VPP and VPP Participants Association (VPPPA)
  - Example: Portsmouth NSY serves on National VPPPA Management Leadership and Employee Involvement Committee for Region I VPPPA
- Special Government Employee (SGE)
  - Participates with OSHA in On-Site Reviews of VPP Applicants
  - NSY STAR sites have trained SGE participating in reviews
  - Examples: Portsmouth NSY SGE served as Team Lead for On-Site Review at a Federal OSHA Office in Columbus, OH
- Mentoring
  - Mentors VPP Applicants as they prepare their VPP Application
  - Examples: Portsmouth NSY mentored the Portsmouth, NH Post Office to assist in their VPP implementation; Assisting DLA with their VPP Program implementation

IN CLOSING

- Management-Labor Partnership is Key
  - Employee Involvement is critical to success
  - Safety–driven and contracting it all out does not work
- Application for OSHA VPP STAR is ultimate goal
- Options for attaining OSHA VPP STAR
  - Pursue VPP STAR independently
  - Use OSHA Challenge Program
  - Use DOD VPP Center of Excellence
- Other Resources
  - Link up with a Mentor
  - Consider Joining the VPP Participants Association and Tap their Expertise
  - Send management, labor, and safety representatives to the VPPPA National Conference in Washington DC, 26-30 Aug 07

NAVSEA VPP COORDINATORS

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BACK-UP SLIDES

IMPROVED SAFETY CULTURE

- Better than Navy's OSH Program Alone
  - Enhanced safety awareness/cooperation, management & labor
  - Management and labor partnering to prevent mishaps/mitigate risks accomplishes more than safety can do alone
  - Managers and employees conduct Job Safety Analysis together
  - Improved open communications and review of near miss data
  - Workers feel they can challenge procedures and stop work if necessary
  - VPP focuses on accountability & annual self-evaluations
  - Joint process/procedure/equipment review, with correction & follow-up
  - Use/Outreach via Mentoring Program and interaction with other VPP STAR sites enables sharing of lessons learned/best practices

ADVANTAGES TO VPP

- Predictions for performance: OSHA VPP Achieves 50% lower rates than comparable industry
- Lower costs & reduction in workers compensation
- Improved relationship with OSHA and between Navy as employer and its employees
- Increased responsibility for safety by management and employees
- OSHA relieves VPP STAR sites from planned inspections.

NAVAL SHIPYARDS ARE SAFER WITH VPP

CY02-CY06 Days Away, Restricted Duty & Transfer Case Rate (DART)

OSHA VOLUNTARY PROTECTION PROGRAM STAR CERTIFIED 2006

OSHA VOLUNTARY PROTECTION PROGRAM STAR CERTIFIED 2005

OSHA VOLUNTARY PROTECTION PROGRAM STAR CERTIFIED 2006

OSHA VOLUNTARY PROTECTION PROGRAM STAR CERTIFICATION PENDING

[BENCHMARK]

NAVAL SHIPYARDS ARE SAFER WITH VPP

CY02 – CY06 Total Case Incident Rate (TCIR)